

Principles of Community

The Office of Children's Services (OCS) is committed to Virginia, its localities, the nation, and the world. We are a community of diverse constituency possessing a variety of perspectives, identities, and lived experiences. We recognize that to create an inclusive and intellectually vibrant community, we must understand and value both our individual differences and collective similarities. The Principles of Community are aspirational statements that embody this commitment and reflect the ideals we seek to uphold. Therefore, we adopt and practice the following principles as fundamental to our ongoing efforts and the ONE Virginia mission to increase access, success, and inclusive excellence and to create a community that nurtures learning and growth for all of its members and customers:

We affirm the inherent dignity and value of every person and strive to maintain a climate for work, service, and learning based on mutual respect and understanding.

We affirm the right of each person to express thoughts and opinions freely. We encourage open expression within a climate of civility, sensitivity, and mutual respect.

We affirm the value of human diversity because it enriches our lives and our organizations. We acknowledge and respect our differences while affirming our common humanity.

We affirm the development a high-quality diverse workforce and to equip leaders with the skills to leverage diversity as a strength that reflects all segments of our society and values all aspects of our human diversity. **OCS** will achieve this with strategic recruitment, outreach, and partnership with internal and external stakeholders to bring awareness of internship and employment opportunities across **OCS** and the Commonwealth to historically underrepresented groups and identities.

We reject all forms of prejudice and discrimination, including but not limited to those based on age, color, ability, gender, gender identity, gender expression, national origin, political affiliation, race, religion, sexual orientation, and veteran status. We take individual and collective responsibility for helping to eliminate bias, and discrimination and for increasing our own understanding of these issues through education, training, and interaction with others.

We affirm that diversity is a strength and commit to identify and breakdown structural barriers to full inclusion by embedding equity and inclusive excellence into our systems, formal and informal policies, and practices and be accountable for results and outcomes.

We pledge our collective commitment to incorporate these principles into the **Office of Children's Services** mission - **Empowering Communities to Serve Youth.**



OCS Values: Updated to reflect commitment to Inclusive Excellence

- Demonstrate support for the values of OCS including:
 - Keeping the OCS mission and Inclusive Excellence as guiding principles in all efforts;
 - Working as a diverse, equitable, inclusive team, stimulating enthusiasm;
 - Maximizing creativity and critical thinking through open dialog;
 - Exhibiting trust and instilling confidence in other team members; and
 - Promoting a positive community image as the outcome of our work.

This information has been added to OCS EWP's and our Code of Ethics and Values